


MEMORANDUM FOR DISTRIBUTION D AND E

SUBJECT: AMSAA Policy Statement for the Prevention of Sexual Harassment (POSH)

1. Sexual harassment is a form of sex discrimination that involves unwelcome sexual favors, or other verbal or physical conduct of a sexual nature when either submission or rejection is made a condition of employment, interferes with work performance, or creates an intimidating, hostile or offensive working environment. AMSAA has zero tolerance for sexual harassment.
2. I expect all AMSAA managers and employees to ensure that AMSAA is free of sexual harassment. Sexual harassment is harmful to the individuals involved, coworkers, all of AMSAA and the Army. AMSAA managers and employees must maintain the highest standards and must immediately report any incidents of sexual harassment.
3. All managers and employees will attend and successfully complete annual training in POSH, in accordance with Army requirements. Through awareness, through our actions, and through our respect for our employees and those that we interact with, we will maintain a positive and productive work environment that does not include any sexual harassment.

A handwritten signature in black ink, reading "David J. Shaffer". The signature is fluid and cursive, with the first name "David" and last name "Shaffer" clearly legible.

DAVID J. SHAFFER
Director